JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

SCHOOL OF BUSINESS & ECONOMICS

UNIVERSITY EXAMINATION FOR THE DEGREE OF BACHELOR OF BUSINESS ADMINISTRATION WITH IT

3RD YEAR 1ST SEMESTER 2016/2017 ACADEMIC YEAR

NAMBALE LEARNING CENTRE

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COURSE CODE: ABA 334

COURSE TITLE : COMPENSATION MANAGEMENT

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Instructions:

1. Answer question ONE (COMPULSORY) and ANY other 2 questions
2. Candidates are advised not to write on the question paper.
3. Candidates must hand in their answer booklets to the invigilator while in the examination room.

**QUESTION ONE**

a) what is compensation management?

b) why is compensation management is preferred to reward and pay management ?

c) it is important that organisations develop a fair and equitable compensation systems. Discuss.

d) a good compensation system is more than just the pay and benefits. In view of this discuss the concept of Total Reward.

**QUESTION TWO**

a)Discuss the concept of Strategic Reward in compensation management

b) list any 6 guiding principles of a Reward system in an organization

**QUESTION THREE**

a) what is Reward philosophy?

b) discuss key elements of reward philosophy

c) develop a compensation philisophy for a hypothetical organization in any industry of choice

**QUESTION FOUR**

a) discuss the compensation management steps to in a reward philosophy

b) briefly discuss the Towers Perril Model of Total Reward.

**QUESTION FIVE**

a) what is Grade and Pay structures?

b) list any 5 guiding principles of grade and pay structures

c) discuss three types of grade and pay structures you know and state their advantages.